

Introduced _____
Public Hearing _____
Council Action _____
Executive Action _____
Effective Date _____

County Council Of Howard County, Maryland

2004 Legislative Session

Legislative Day No. **9**

Bill No. 42-2004

Introduced by: The Chairman at the request of the County Executive

AN ACT pursuant to Section 1.111(e) of the Howard County Code approving provisions in a collective bargaining agreement between Howard County and the International Union of Police Associations - Howard County Local 107, which are in conflict with the provisions of Title 1 "Human Resources" of the County Code and the Employee Manual; and providing for the application of this Act.

Introduced and read first time _____, 2004. Ordered posted and hearing scheduled.

By order _____
Sheila M. Tolliver, Administrator

Having been posted and notice of time & place of hearing & title of Bill having been published according to Charter, the Bill was read for a second time at a public hearing on _____, 2004.

By order _____
Sheila M. Tolliver, Administrator

This Bill was read the third time on _____, 2004 and Passed ____, Passed with amendments _____, Failed _____.

By order _____
Sheila M. Tolliver, Administrator

Sealed with the County Seal and presented to the County Executive for approval this ____ day of _____, 2004 at ____ a.m./p.m.

By order _____
Sheila M. Tolliver, Administrator

Approved by the County Executive _____, 2004

James N. Robey, County Executive

NOTE: [[text in brackets]] indicates deletions from existing law; TEXT IN ALL CAPITALS indicates additions to existing law; Strike-out indicates material deleted by amendment; Underlining indicates material added by amendment

1 **WHEREAS**, Howard County Local 107 of the International Union of Police
2 Associations (“Local 107”) and the County have reached agreement on a Memorandum of
3 Agreement (the “Agreement”) to be effective July 1, 2004 through June 30, 2005; and
4

5 **WHEREAS**, in accordance with Section 1.111(e) of the Howard County Code, the
6 County Executive is required to submit to the County Council for its approval all provisions
7 in collective bargaining agreements that are in conflict with Title 1 “Human Resources” of
8 the Howard County Code or the Employee Manual; and
9

10 **WHEREAS**, pursuant to authority contained in the Howard County Code, the
11 County Council, by enactment of Council Bill 54 - 2003, approved provisions in the
12 Agreement that are in conflict with Title 1 “Human Resources” of the Howard County Code
13 or the Employee Manual; and
14

15 **WHEREAS**, the members of Local 107 have ratified the Agreement, and the
16 Agreement includes new provisions that are in conflict with Title 1 of the County Code and
17 the Employee Manual.
18

19 **NOW, THEREFORE,**
20

21 ***Section 1. Be It Enacted by the County Council of Howard County, Maryland, that the***
22 *County Council continues its approval of previously approved provisions in the Agreement*
23 *that are in conflict with Title 1 “Human Resources” of the Howard County Code and the*
24 *Employee Manual.*
25

26 ***Section 2. Be It Enacted by the County Council of Howard County, Maryland, that, in***
27 *regard to the collective bargaining agreement between Howard County and Local 107 of the*
28 *International Union of Police Associations, the Council approves the following provisions*
29 *which are in conflict with the provisions of Title 1 "Human Resources" of the Howard*
30 *County Code and the Employee Manual:*
31

1 **Section 8.6. - Holiday Pay.**

- 2 (e) An employee required to work a full shift between 7:00 p.m. New Years' Eve
3 through 7:00 A.M. on January 2ND will be paid at a rate of one and one-half times the
4 regular rate of pay.
- 5 (f) An employee who is required to work overtime on a holiday under paragraphs (b) –
6 (e) of this section will be compensated, at the election of the employee, either:
- 7 (1) At two and one half times the regular rate, regardless of the employee's
8 assigned squad schedule during the 36 hour week, with eight hours of holiday
9 pay added to the leave bank; or
- 10 (2) At one and one half times the regular rate, regardless of the employee's
11 assigned squad schedule during the 36 hour week, plus twelve hours straight
12 time added to the compensatory time leave bank, plus eight hours of holiday
13 pay added to the leave bank.
- 14 (g) An employee who is utilizing annual leave on a holiday under paragraphs (b) – (e) of
15 this section and who is called in to work will be paid in accordance with section 8.1
16 or 8.2 and will be re-credited with the number of hours actually worked, not to exceed
17 the amount of leave scheduled.

18
19 **Section 8.7. - Clothing and Uniform Allowance.**

- 20 (a) The County will continue to provide uniforms to employees in accordance
21 with Department policy.
- 22 (b) The County will also continue its present policy of providing cleaning services for
23 employees up to a maximum of \$30 per month at the service provider selected by the
24 County.

25
26 **Section 9.2. - Annual Leave.**

- 27 (e) Annual leave approval shall be based upon leave slot(s) allotted and staffing needs.
28 Before July 1, 2004, the Department shall adopt a standard operating procedure for
29 the Communications Division that governs submission of annual leave requests and
30 granting of annual leave. The County shall comply with the procedure for the
31 duration of this Agreement.

1 **Section 9.4. - Disability Leave.**

2 (l) Disability Leave Incentive Program

3 (1) The department shall establish a disability leave incentive program (program)
4 effective July 1, 2004. Employees who do not utilize any disability leave for a
5 six (6) month period shall be awarded one (1) day of compensatory time, not
6 to exceed 12 hours.

7 (A) The program will commence for a test period consisting of 3 six-
8 month phases beginning July 1, 2004. The program goal is to reduce
9 disability leave by at least 10% during the 18-month test period.

10 (B) The six- month phases will begin on July 1, 2004, January 1, 2005,
11 and July 1, 2005.

12 (2) The effectiveness of the program shall be determined by a comparison of a
13 pre-phase and post-phase, as well as a pre-period and post-period comparison
14 of disability leave utilized.

15
16 ***Section 3. And Be It Further Enacted*** by the County Council of Howard County, Maryland,
17 *that the provisions of this Act shall apply beginning with the first pay date after July 1, 2004.*
18

19 ***Section 4. And Be It Further Enacted*** by the County Council of Howard County, Maryland,
20 *that this Act shall become effective 61 days after its enactment.*